

1. An educator may be compensated for a maximum of 8 earned micro-credentials per year at a rate of \$200/credential.
2. Each micro-credential carries the same value without accounting for completion time.
3. Only those micro-credentials vetted by Digital Promise and hosted on [Bloomboard](#) are eligible for compensation and Teacher-Leader pathway. See Pathway application for district recommended micro-credentials.
4. Teacher-Leader candidates will inform their building principal of intent to seek Teacher-Leader status and share their Pathway application via Google Drive.
5. Teacher-Leader status may be granted to certified employees only.
6. Upon proper application of Teacher-Leader pathway and successful completion of review, educator will send completed application to Human Resources. 5% base salary increase may be implemented beginning in the next pay cycle.
7. Teacher-Leaders may request 5% increase on individual base salary based on a 3 year evaluation cycle, subject to renewal or termination.
8. Limited to one 5% Teacher-Leader increase in a career.
9. Teacher-Leader status is not limited to number of teachers but is based on available district resources. The district will inform teachers at the beginning of each fiscal year if no resources are available to fund micro-credentials.
10. Educators with Teacher-Leader status are asked to share, model, and provide support to other educators in the district, under the direction of the Innovation Specialist.

Pathway Details

Teacher-Leader Candidate	<p>Educator is working on initial Teacher-Leader stack with the support of the building administrator.</p> <p>Initial stack = 12</p>
Teacher-Leader Level 1	<p>5% salary increase in effect.</p> <p>Educator has completed initial Teacher-Leader stack (12 credentials) and shared completion with a review committee.</p> <p>Upon completion, educator earns 6+ micro-credentials during the next 3-year period to prepare for Level 2 (1 per semester recommended). At the end of 3 years, a Level 1 Teacher-Leader may apply to become Level 2.</p>
Teacher-Leader Level 2	<p>5% salary increase remains in effect.</p> <p>$12 \text{ (initial stack)} + 6 \text{ (Level)} = 18 \text{ total credentials to become Level 2}$</p> <p>Educator has completed the Level 1 cycle, including initial stack, plus 6.</p> <p>Upon completion, educator earns 3+ micro-credentials during the next 3-</p>

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	year period to prepare for renewal (1 per year).
Teacher-Leader Level 2, Renewal	<p>5% salary increase remains in effect.</p> <p>12 (initial stack) + 6 (Level 1) + 3 (Level 2) = 21 total credentials to renew Level 2</p> <p>Educator has completed the Level 2 cycle, including initial stack, plus 6, plus 3.</p> <p>Upon completion, educator continues to model and share practices within the district. Teacher-Leader status continues.</p>